



Possible California Faculty Association Strike

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Q: What's going on exactly?

A: The California Faculty Association (CFA) has announced that it will conduct a five-day statewide strike from April 13-15 and April 18-19 on all 23 CSU campuses, including satellite locations, if bargaining fails to produce an agreement over faculty salaries.

Q: What issues are involved in the current negotiations between CFA and the CSU?

A: The only issue in dispute is faculty salaries. All other issues in their contract are settled.

Q: Will campuses remain open during the strike?

A: Yes, campuses will remain open.

Q: Will CSUEU be going on strike too?

A: No, the CSUEU/CSU contract expressly limits what CSUEU members can do, both individually and collectively in regard to a strike. We can't engage in a strike ourselves or in any other concerted activity—slow-downs, walk-outs, sick-outs, sympathy strikes, etc.—which would interfere with or adversely affect the operations or mission of the CSU. The union also cannot promote, organize, or support any strike or other such concerted activity.

Q: What is a sympathy strike?

A: A sympathy strike is a strike involving strikers who do not have a direct grievance against their own employer, but instead are striking to support or aid another group of workers who do have a grievance against their own employer.

Q: I don't believe in crossing picket lines. How am I supposed to get to my work site without crossing the CFA picket line?

A: Unfortunately, for all the reasons outlined above, CSUEU cannot support you in a refusal to cross a picket line. Note that all the other CSU unions are in the same position; Bargaining Units 1, 4, 6, 8, and 11 are under the same requirements and therefore are also reporting to work.

Q: Am I allowed to do *anything* to show my support of the CFA strike?

A: Yes! There are several ways you can demonstrate your support without violating the CSUEU/CSU contract or risking discipline. For example, you may:

- Participate in CFA's informational picket lines before or after work, and during breaks and/or lunch time. You shouldn't take extended breaks or leave your work area early without prior management approval, and you should arrive to work on time.
- Demonstrate support and solidarity by wearing a CSUEU and/or CFA sticker or button.
- Request prior approval to take a vacation day or use your Personal Holiday on the day of the action/strike. Do not use union leave for this purpose.

Q: Can my department declare that April 13-19 is a vacation blackout period?

A: Campuses and departments cannot, as a matter of policy, create so-called vacation blackout periods. Each individual request must be reviewed and considered. Contact your chapter's chief steward if your department declares a vacation blackout period for the days of the CFA strike.

Q: Can I call in sick in order to join the CFA picket line?

A: No, that would constitute fraud. Sick leave should only be used as permitted in the contract (illness, FML, etc.). If you take sick leave during the strike because you really are ill, be sure to get a doctor's note, if at all possible.

Q: I have two positions/appointments, one in a CSUEU classification and one in a CFA classification, since I have a staff job and I teach a class. What do I do?

A: You must continue to perform your CSUEU job and duties for the reasons described above. Your CSUEU-represented job means you need to follow the same guidelines during the strike as all other CSUEU members. For your CFA job duties and position, consult with your CFA representative.

Q: Assuming I've made proper arrangements to join the picket line, do I have any protections if I fail to cooperate with security?

A: No, any member who is participating in informational picketing or other demonstration should cooperate with security and/or police. For example, if asked to move because you are blocking an entrance, you should do so. Otherwise, CSUEU and/or you could be accused of interfering with or adversely affecting the operations or mission of the CSU, which violates the contract.

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